

**POLICE AND FIRE
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

Section I: Agreement Details

Public Employer: BOROUGH OF LAKEHURST County: OCEAN
 Employee Organization: LAKEHURST POLICE ASSOC. Employees in Unit: 6
 Base Year Contract Term: 10/1/11 - 12/31/14 New Contract Term: 1/1/14 - 12/31/18
 Type of Settlement: ☐ Arbitrator's Award ☐ Fact-Finder Recommendation ☒ Voluntary Settlement

Section II: Statutory Definition of Base Salary

N.J.S.A. 34:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous Agreement)		New Base Year - Total Costs (First Year of Successor Agreement)	
	Column A Economic: Inside Base Salary	Column B Non-salary Economic: Outside Base Salary	Column C Economic: Inside Base Salary	Column D Non-salary Economic: Outside Base Salary
Section III: Economic - Costs inside base salary,				
Salary	<u>336893</u>		<u>372750</u>	
Increment		<u>N/A</u>		<u>N/A</u>
Longevity	<u>6194</u>		<u>6845</u>	
Section IV: Additional Costs List economic items; indicate either inside or outside base salary as agreed to between the parties.				
Item 1 <u>P8 HOLIDAY PAY</u>		<u>23089</u>	<u>25546</u>	
Item 2 <u>P18 UNIFORM CLEAN</u>		<u>3600</u>		<u>3600</u>
Item 3 <u>P18 UNIFORM ALLOW</u>		<u>4800</u>		<u>4800</u>
Item 4 <u>P30 EDU STIPEND (EST)</u>		<u>13000</u>		<u>13000</u>
Item 5 <u>P30 EDU REIMB. (EST)</u>		<u>12000</u>		<u>3000</u>
Item 6 <u>P7 OVERTIME (EST)</u>		<u>40000</u>		<u>40000</u>
Item 7 <u>P14 SICK BUYBACK (EST)</u>				<u>10000</u>
Item 8				
Item 9				
Any additional items list on separate sheet: Additional Items:				
Section V: Totals - Sum of costs in each column	<u>343087</u> (Total Economic: Section III & IV)	<u>96489</u> (Total Non-salary Economic)	<u>405141</u> (Total Economic: Section III & IV)	<u>78400</u> (Total Non-salary Economic)

Section VI: Analysis of new successor agreement

NEW AGREEMENT ANALYSIS

Total Economic Base Year (previous agreement) 374576 * THESE TOTALS DO NOT INCLUDE ESTIMATES FROM ABOVE

Effective Date (m/d/yyyy)	<u>1/1/14</u>	<u>1/1/15</u>	<u>1/1/16</u>	<u>1/1/17</u>	<u>1/1/18</u>
Percent Increase	<u>10.40</u>	<u>6.51</u>	<u>4.92</u>	<u>3.15</u>	<u>3.18</u>
Actual dollar increase	<u>38965</u>	<u>26925</u>	<u>21703</u>	<u>14593</u>	<u>15161</u>
Total Economic Costs (successor agreement)	<u>413541</u>	<u>440466</u>	<u>462169</u>	<u>476762</u>	<u>491923</u>

Section VII: Impact of Settlement - average annual increase over term of agreement

Percentage Impact (average per year over term of agreement) 6.26%
 Dollar Impact (average per year over term of agreement) \$ 23469

Section VIII

Medical Costs	Base Year	Year 1			
Cost of Health Plan	<u>109698</u>	<u>111131</u>			
Employer Contributions	<u>16639</u>	<u>30560</u>			
Prescription	<u>30760</u>	<u>29794</u>			
Dental	<u>8162</u>	<u>7732</u>			
Vision					